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# ORDER FOR SUPPLIES OR SERVICES SCHEDULE - CONTINUATION

PAGE NO

IMPORTANT: Mark all packages and papers with contract and/or order numbers

DATE OF ORDER CONTRACT NO

09/09/2015 EP-W-14-020

ORDER NO 0057

ITEM NO	SUPPLIES/SERVICES	QUANTITY ORDERED	UNIT	UNIT PRICE	AMOUNT	QUANTITY
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	US Environmental Protection Agency		1			
	Headquarters Procurement Operations					
	Ariel Rios Building					
	1200 Pennsylvania Avenue, NW					
	Washington DC 20460		ļ			
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# Contract EP-W14-020 OGC Management Evaluation

ABSTRACT: OGC will be conducting a management leadership evaluation, performance diagnostic tool and providing feedback to OGC front office, Associates and Assistants in order to increase the ability to product results that reach beyond current performance. This project is funded by the Office of General Counsel and will be conducted in HQ Washington, DC.

### I. BACKGROUND

EPA has been working for a number of years with SES and senior leadership to further develop capacity for leadership and creativity. A national SES leadership meeting was held in 2010 addressing the topic of reaching break-through performance and to make progress in the concept of One EPA.

As a result of these continuing efforts the Office of General Counsel wants to initiate an internal review of strengths and challenges exist in its current leadership within the Immediate Office and with the Associate and Assistant General Counsels. OGC envisions use of an on-line diagnostic tool that can be administered and summarized quickly to provide general and targeted feedback. OGC seeks the services of a contractor that may have an existing validated web-based instrument rather than needing to create a customized instrument. There is no need for a long on-going process.

The timeframe desired is to be able to administer the instrument by the end of October, and have the debriefing and discussion/coaching sessions in early November.

# II. SCOPE OF WORK - TASKS

# Assumptions:

- 5 month period of performance with the project actively spanning the period October December (assuming EPA ability to schedule senior leadership participation in that time frame).
- Existence of an already validated on-line instrument and feedback procedures.
- Administration of the instrument to 8 teams of senior leaders and SES managers in OGC.
- 1. The contractor shall select a service provider to provide management evaluation and coaching services in consultation with the Project Officer (PO) and Task Order Contracting Officer Representative (TOCOR). The service provider shall have the following qualifications:
  - Previous experience interacting with senior EPA management including both SES and senior civil service
  - Understanding of and familiarity with EPA organizational culture and mission.
  - An existing on-line instrument that has been validated through extensive use.
  - Previous experience providing feedback to senior government and/or corporate level leadership to identify strengths, challenges, next steps.
  - Ability to start work by October 1 and complete work by December 31, 2015.

- 2. The contractor shall submit a work plan in accordance with the requirements of this contract. The workplan shall include:
  - Procedures for substitution of labor categories in the event of temporary or permanent personnel changes.
  - Outline quality assurance/quality control procedures for deliverables.
  - Information on Conflict of Interest checks for the proposed service provider.
  - Budget information by option period in projects that will be phased over a longer period of performance.
- 3. The contractor shall be responsible for oversight of deliverables on this Task Order and shall be responsible for transmission of monthly reports and invoices as required by the contract. No monthly report will be required in months with no substantive work.
- 4. The contractor shall meet with the EPA TOCOR and members of the OGC management team to discuss expectations, procedures and schedule and to define the recipients of the evaluation.
- 5. The contractor shall submit an outline and schedule for each step or milestone for the diagnostic evaluation process. Upon receipt of comment and receipt of a list of recipients' contact information from the TOCOR, the contractor shall proceed with the evaluation process.
- 6. The contractor shall conduct the evaluation process as approved in the outline and schedule including a final in person debriefing process involving the participants.
- 7. The contractor shall provide a report weekly on the progress of the process, identifying any barriers to meeting scheduled deadlines.
- 8. As directed by the TOCOR, the contractor shall participate in a post-process debriefing with EPA officials, including the PO, TOCOR and OGC senior management.

### III. WORK APPROACH

### A. ADR Best Practices:

The Contractor shall approach this task in accordance with terms of the basic contract and according to the established norms and ethical standards of ADR professionals.

Based on EPA's evaluation of a large number of ADR cases, the Agency has determined that the following practices are significantly related to positive substantive, relational, and procedural outcomes from ADR cases. The contractor shall ensure that this direction is provided to ADR professionals providing services under this task order:

 Prior to the mediation or facilitation and throughout the process, the ADR professional shall inquire about whether individual participants have the time, financial, and logistical resources necessary to participate effectively in the process and -- where resources are inadequate -- assist them in identifying appropriate resources or in making necessary adjustments to the process to accommodate resource constraints.

- The ADR professional shall assist the participants in identifying the issues that are important to resolving any controversy and solutions that will address the needs shared by the participants.
- The ADR professional shall conduct the process to promote active engagement from all participants.
- The ADR professional shall explore with the participants appropriate ways to incorporate high quality and relevant information resources necessary to resolve the issues.
- To support productive dialogue and effective implementation of any agreements reached by the participants, the ADR professional shall ensure that participants have appropriate authority to make commitments on behalf of their organizations.

## B. Ethical Codes of Conduct:

The Contractor shall ensure that ADR professionals serving as neutral third parties under this contract receive information about and perform in accordance with ethical codes applicable to the practice of dispute resolution professionals. Relevant examples of ethical codes include those adopted by:

 the American Arbitration Association, American Bar Association, Association for Conflict Resolution: (<a href="http://www.acrnet.org/uploadedFiles/Practitioner/ModelStandardsofConductforMediatorsfinal05(1)(1).pdf">http://www.acrnet.org/uploadedFiles/Practitioner/ModelStandardsofConductforMediatorsfinal05(1)(1).pdf</a>)

# C. Confidentiality

All parties to this task order acknowledge that the confidentiality provisions of the Administrative Dispute Resolution Act, 5 U.S.C. Section 574 (ADR Act) shall govern the contractor's alternative dispute resolution activities (if any) under this task order, when activities pursuant to the task order fall within the jurisdiction of the ADR Act.

# D. Contractor Representation

In gathering information or performing tasks with parties outside the EPA, the contractor will identify him/herself as a contractor to EPA, not an EPA employee.

The Contractor shall provide input or make recommendations based on the information gathered, however, decisions on all substantive issues will be made by EPA. THE CONTRACTOR SHALL NOT INTERPRET EPA POLICY ON BEHALF OF EPA NOR MAKE DECISIONS ON ITEMS OF POLICY, REGULATION OR STATUTE. THE CONTRACTOR SHALL NOT TAKE A STAND ON THE MERITS OF SUBSTANTIVE ITEMS UNDER DISCUSSION.

#### E. Status Notifications:

# THE CONTRACTOR SHALL NOTIFY THE EPA PROJECT OFFICER AND PROGRAM OFFICE CONTACT WHEN 75% OF THE FUNDS PROVIDED HAVE BEEN EXPENDED OR WHEN FUNDING FOR LESS THAN 6 WEEKS WORK REMAINS. Notifications shall be in writing and cc to the Project Officer.

### F. Task Order Procedures, Constraints and Disclaimers

If out of town travel is required to accomplish the tasks under this task order, the contractor shall obtain advance approval for that trip and its costs in writing from the TOCOR, ATOCOR and/or the PO. To the extent possible, the contractor's per diem costs shall be within allowable limits set by GSA.

This task order is not funded by multiple appropriations. This task order does not provide for training of contractor personnel, provision of Government Furnished Property or Accountable Personal Property, leased items or property or IT products or services. The SOW does not include any tasks that are inherently governmental in nature or provide personal services. The SOW does not anticipate transferring or developing Confidential Business Information or Personally Identifiable Information to the contractor. This project will not involve collection of environmental data and so is not subject to needing an EPA Quality Assurance Plan. Printing shall be in accordance with limitations of the contract. This project does not involve the service provider conducting surveys, data collection or questionaires. Development of communications products as a result of activities on this task order will be in compliance with EPA's Policy and Implementation Guide for Communications Product Development and Approval found at <a href="https://www.epa.gov/productreview/guide/index.html">https://www.epa.gov/productreview/guide/index.html</a>.

The Contractor is directed to conduct Conflict of Interest checks and provide this information as a part of the Work Plan for TOCOR review and CO approval.

### IV. REPORTS AND DELIVERABLES

The contractor shall send EPA all reports in accordance with the terms of the basic contract and the schedule set out below. The contractor shall provide a work plan within the schedule provided in the basic contract and set out below.

Copies of all non-confidential reports or documents shall be sent to both the PO and the TOCOR listed below.

All reports shall be provided first in draft form. Upon receipt of comment from the EPA PO and TOCOR, the contractor shall revise the report and distribute final copies as stated in the Scope of Work.

This Task Order does not require submission of reports or agreements that are deemed confidential.

Submission dates for Transmittals may be changed via written Technical Direction from the TOCOR. Submission dates for Deliverables may only be changed via modification issued by the Contracting Officer.

# Schedule:

Item:	Due No Later Than:	Type:
Work Plan	10 days from T.O. issuance	Deliverable
Design Proposal	Per direction of the TOCOR	Transmittal
Draft final report Final final report Project debriefing	Per design after receipt of all responses 1 week after receipt of OGC comments per TOCOR direction	Transmittal Deliverable Transmittal

# V. EPA CONTACTS

EPA Task Order Contracting Officer Representative (TOCOR):

Deborah Dalton

Conflict Prevention and Resolution Center (MC-2388A)

**Environmental Protection Agency** 

1200 Pennsylvania Avenue, N.W.

Washington, DC 20460

Phone: (202) 564-2913

Fax: (202) 501-1715

dalton.deborah@epa.gov

Supervisor of TOCOR:

Jeanne Briskin

Conflict Prevention and Resolution Center (MC-2388A)

**Environmental Protection Agency** 

1200 Pennsylvania Avenue, N.W.

Washington, DC 20460

Phone: (202) 564-4583

Fax: (202) 501-1715

Briskin.jeanne@epa.gov

Project Officer and CPRC Contact

Deborah Dalton

Conflict Prevention and Resolution Center (MC-2388A)

**Environmental Protection Agency** 

1200 Pennsylvania Avenue, N.W.

Washington, DC 20460

Phone: (202) 564-2913

Fax: (202) 501-1715

dalton.deborah@epa.gov

OGC Technical Contact Steve Neugeboren Associate, Water Law Office Environmental Protection Agency 1200 Pennsylvania Avenue, N.W. Washington, DC 20460 Phone: 202-564-5488

# VI. PERIOD OF PERFORMANCE

The period of performance of this task order shall be until January 31, 2016.

AMENDMENT OF SOLICITATION/MODIFICATION OF CONTRACT					CONTRACT ID CODE		GE OF PAGES
2. AMENDMENT/MODIFIC/	ATION NO.	3. EFFECTIVE	DATE	4. F	L REQUISITION/PURCHASE REQ. NO.		CT NO. (If applicable)
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Washington DC	20460						
8. NAME AND ADDRESS OF CONTRACTOR (No., street, county, State and ZIP Code)  SRA INTERNATIONAL, INC.  Attn: FLORIDA HENDRICKS  4300 FAIR LAKES COURT  FAIRFAX VA 220334232				:	9A. AMENDMENT OF SOLICITATION NO.  9B. DATED (SEE ITEM 11)  10A. MODIFICATION OF CONTRACT/ORDER N EP-W-1 4-020  0057  10B. DATED (SEE ITEM 13)	NO.	
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STANDARD FORM 30 (REV. 10-83) Prescribed by GSA FAR (48 CFR) 53.243 
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 OF

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NAME OF OFFEROR OR CONTRACTOR
SRA INTERNATIONAL, INC

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NAME OF OFFEROR OR CONTRACTOR SRA INTERNATIONAL, INC.

EM NO	SUPPLIES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
A)	(B)	(C)	(D)	(E)	(F)
-	Lastly, this modification extends the period of				
	performance to Feb 28, 2016 in order to complete				
	all of the new work.		H		
	TOCOR: Deborah Dalton Max Expire Date: 02/28/2016				
	LIST OF CHANGES:				
	Reason for Modification : Supplemental Agreement				
	for work within scope		H		
	Period Of Performance End Date changed from		H		
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	Total Amount for this Modification: \$32,964.34				
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	Cost Organization				
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,	Quantity: 0 Amount: \$32,984.34				
	Amount: \$32,984.34 Percent: 0	l		ļ	
	Subject To Funding: N	j		ļ ·	•
	Payment Address:			1	
	RTP Finance Center	]			
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	EP-W-14-020/005//002	دا	1 3

NAME OF OFFEROR OR CONTRACTOR SRA INTERNATIONAL, INC.

M NO A)	SUPPLIES/SERVICES (B)	QUANTITY (C)	(D)	UNIT PRICE (E)	AMOUNT (F)
	US Environmental Protection Agency				
	RTP-Finance Center (AA216-01) 109 TW Alexander Drive				
	www2.epa.gov/financial/contracts				
	Durham NC 27711				
	Delivery Location Code: HPOD				
	Deborah Dalton				
	US Environmental Protection Agency	Į			
	William Jefferson Clinton Building				
	1200 Pennsylvania Avenue, N. W.				
	Mail Code: 3803R				
	Washington DC 20460 USA	1			
	Payment:				
	RTP Finance Center				
	US Environmental Protection Agency				
	RTP-Finance Center (AA216-01)	. [			
	109 TW Alexander Drive				
	www2.epa.gov/financial/contracts Durham NC 27711				
	FOB: Destination				
	Period of Performance: 09/09/2015 to 02/28/2016	:			
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AMENDMENT (	OF SOLICITATION/MODIFICA	ATION OF CONTRACT		1 CONTRACT ID CODE		PAGE OF PAGES
2 AMENDMENTAM	ODIFICATION NO	3 EFFECTIVE DATE	4	REQUISITION/PURCHASE REQ. NO	5 PRI	1 10  OJECT NO (if applicable)
003		02/01/2016			į	
6 ISSUED BY	CODE	HPOD	7.	ADMINISTERED BY (If other than Item 6)	CODE	
Headquarte Ariel Rios	ylvania Ávenue, NW	rations				
	RESS OF CONTRACTOR (No., street,	county, State and ZIP Code)	١.	9A AMENDMENT OF SOLICITATION NO		
SRA INTERNA Attn: FLOR	ATIONAL, INC. IDA HENDRICKS LAKES COURT		×	9B DATED (SEE ITEM 11)  10A MODIFICATION OF CONTRACT/ORDER NO EP-W-14-020  0057  10B DATED (SEE ITEM 13)	)	
CODE 09777	79698	FACILITY CODE	1	09/09/2015		
		11. THIS ITEM ONLY APPLIES TO	AME			
Items 8 and 15, a separate letter or THE PLACE DES virtue of this ameireference to the s 12 ACCOUNTING A See Schedu	nd returning cop telegram which includes a reference is IGNATED FOR THE RECEIPT OF Condment you desire to change an offer officitation and this amendment, and it and APPROPRIATION DATA (If required)	ies of the amendment, (b) By acknowle to the solicitation and amendment num IFFERS PRIOR TO THE HOUR AND Display submitted, such change may be seceived prior to the opening hour and irred)	edgin bers ATE be mi	citation or as amended, by one of the following methal recept of this amendment on each copy of the official receptor of your ACKNOWLEDGEMENT TO ESPECIFIED MAY RESULT IN REJECTION OF YOU add by telegram or letter, provided each telegram or a specified.	r subm BE REC R OFF letter r	ntted; or (c) By DEIVED AT ER If by makes
BI	HE ABOVE NUMBERED CONTRAC ppropriation date, etc.) SET FORTH		THE	ANGES SET FORTH IN ITEM 14 ARE MADE IN TH ADMINISTRATIVE CHANGES (such as changes in ITY OF FAR 43 103(b)		
i	THER (Specify type of modification a	and authority)				
X FA	R 52.217-8	***				
E. IMPORTANT:	Contractor	(A) is required to sign this document an	d ret	urn topies to the issuing	office	
DUNS Number The purpose the Governr TOCOR: Debo LIST OF CHA Reason for Total Amour New Total A Maximum Pot Continued . Except as provided	r: 097779698  e of this modificate ment to June 30,201  prah Dalton Max Exp  ANGES:  Modification : Oth nt for this Modific  Amount for this Ver  Amount for this Awa tential Expiration	cion is to do extend de. dire Date: 06/30/201 der Administrative A cation: \$0.00 csion: \$0.00 drd: \$113,041.34 Date changed to:	6 .ct: 06,		t n	and effect
	÷ ,		P	atrice L. eunningham		
158 CONTRACTOR	COFFEROR	15C. DATE SIGNED		B UNITED STATES OF AMERICA		16C. DATE SIGNED
/Sinnal	fure of person authorized to sign)	-   _	-19	(Signature of Commenting Office)	_	02/01/2016
NSN 7540-01-152-8 Previous edition unu	070		<del>-</del> -	STA	cribed	D FORM 30 (REV. 10-83) by GSA FR) 53 243

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NAME OF OFFEROR OR CONTRACTOR SRA INTERNATIONAL, INC.

	SUPPLIES/SERVICES	QUANTITY		UNIT PRICE	AMOUNT
A)	(B)	(C)	(D)	(E)	(F)
		i i			
	Payment:		1 1		
l	RTP Finance Center				
	US Environmental Protection Agency				
	RTP-Finance Center	1			
	Mail Drop D143-02		1 1		
	109 TW Alexander Drive				
	Durham NC 27711				
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